

Operate Pay Spine

Level

Pt	Value	1b	2a	2b	3	4	5	6	Pt	£	
56	81,764							13	56	81,764	6
55	79,412							12	55	79,412	
54	77,104							11	54	77,104	
53	74,864							10	53	74,864	
52	72,689							9	52	72,689	
51	70,579							8	51	70,579	
50	68,529						14	7	50	68,529	
49	66,537						13	6	49	66,537	
48	64,605						12	5	48	64,605	
47	62,728						11	4	47	62,728	
46	60,907						10	3	46	60,907	
45	59,139						9	2	45	59,139	
44	57,422						8	1	44	57,422	
43	55,755					15	7		43	55,755	
42	54,136					14	6		42	54,136	
41	52,566					13	5		41	52,566	
40	51,039					12	4		40	51,039	
39	49,559					11	3		39	49,559	
38	48,149					10	2		38	48,149	
37	46,735					9	1		37	46,735	
36	45,413					8			36	45,413	
35	44,128				13	7			35	44,128	
34	42,882				12	6			34	42,882	
33	41,671				11	5			33	41,671	
32	40,497				10	4			32	40,497	
31	39,355				9	3			31	39,355	
30	38,249				8	2			30	38,249	
29	37,174				7	1			29	37,174	
28	36,130			11	6				28	36,130	
27	35,116			10	5				27	35,116	
26	34,132			9	4				26	34,132	
25	33,482			8	3				25	33,482	
24	32,546			7	2				24	32,546	
23	31,637			6	1				23	31,637	
22	30,805		11	5					22	30,805	
21	29,959		10	4					21	29,959	
20	29,179		9	3					20	29,179	
19	28,381		8	2					19	28,381	
18	27,644		7	1					18	27,644	
17	26,942		6						17	26,942	
16	26,338		5						16	26,338	
15	25,733	9	4						15	25,733	
14	25,448	8	3						14	25,448	
13	24,900	7	2						13	24,900	
12	24,344	6	1						12	24,344	
11	23,881	5							11	23,881	
10	23,414	4							10	23,414	
9	23,028	3							9	23,028	
8	22,857	2							8	22,857	
7	22,857	1							7	22,857	
1b2a2b3456 Key Higher Responsibility Zone (HRZ) - Non-incremental Normal Level - Incremental Scale											

Spinal point 7 & 8 includes the NLW annotation applied in April 2025 as per UCEA instruction. This is applied on top of the NLW annotation applied to point 7 in April 2024.

Operate Pay Spine Senior Staff

Level

Pt	Value	7a	7b	7c	Pt	£	
103	281,075			33	103	281,075	7C
102	274,226			32	102	274,226	
101	267,541			31	101	267,541	
100	261,021			30	100	261,021	
99	254,659			29	99	254,659	
98	248,452			28	98	248,452	
97	242,396			27	97	242,396	
96	236,490			26	96	236,490	
95	230,727			25	95	230,727	
94	225,104			24	94	225,104	
93	219,618			23	93	219,618	
92	214,265			22	92	214,265	
91	209,044			21	91	209,044	
90	203,950			20	90	203,950	
89	198,980			19	89	198,980	
88	194,132			18	88	194,132	
87	189,401			17	87	189,401	
86	184,787			16	86	184,787	
85	180,284			15	85	180,284	
84	175,892			14	84	175,892	
83	171,607			13	83	171,607	
82	167,425			12	82	167,425	
81	163,347			11	81	163,347	
80	159,367			10	80	159,367	
79	155,485			9	79	155,485	
78	151,697			8	78	151,697	
77	148,002			7	77	148,002	
76	144,396			6	76	144,396	
75	140,878			5	75	140,878	
74	137,448		14	4	74	137,448	
73	134,100		13	3	73	134,100	
72	130,834		12	2	72	130,834	
71	127,647		11	1	71	127,647	
70	124,514		10		70	124,514	7B
69	121,472		9		69	121,472	
68	118,433		8		68	118,433	
67	115,391		7		67	115,391	
66	112,368		6		66	112,368	
65	109,345		5		65	109,345	
64	106,319	14	4		64	106,319	
63	103,296	13	3		63	103,296	
62	100,273	12	2		62	100,273	
61	97,249	11	1		61	97,249	
60	94,165	10			60	94,165	7A
59	91,060	9			59	91,060	
58	87,966	8			58	87,966	
57	84,862	7			57	84,862	
56	81,764	6			56	81,764	
55	79,412	5			55	79,412	
54	77,104	4			54	77,104	
53	74,864	3			53	74,864	
52	72,689	2			52	72,689	
51	70,579	1			51	70,579	
		7a	7b	7c			